



WASHOE COUNTY

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STAFF REPORT

BOARD MEETING DATE: March 24, 2015

DATE: March 24, 2015
TO: Board of County Commissioners
FROM: John Listinsky, Director of HR/Labor Relations
328-2089, jlistinsky@washoecounty.us
THROUGH: Joey Orduna Hastings, Assistant County Manager
328-2000, jhastings@washoecounty.us
SUBJECT: Recommendation to approve changes to established pay grades for minimum pay below the current Nevada State minimum wage of \$8.25 per hour and to eliminate the job classification of Seasonal Park Aide Trainee. There is no fiscal impact associated with this agenda item. (All Commission Districts)

SUMMARY

Recommendation to approve changes to established pay grades for minimum pay below the current Nevada State minimum wage of \$8.25 per hour and to eliminate the job classification of Seasonal Park Aide Trainee. There is no fiscal impact associated with this agenda item.

Washoe County Strategic Objective supported by this item: Valued, engaged employee workforce; Regional and Community Leadership.

PREVIOUS ACTION

Job market surveys of primarily seasonal jobs were conducted in 2003 and 2007. No action has been taken to update the minimum wage rates at Washoe County since at least 2001.

BACKGROUND

Seven job classifications in the Washoe County Compensation Plan currently show a minimum wage below the Nevada State minimum wage rate of \$8.25. Nevada State minimum wage rates increased in 2009 and 2010 as follows:

- 2008 - \$6.85 per hour
- 2009 - \$7.55 per hour
- 2010 - \$8.25 per hour

Although Washoe County has not actually paid employees below the Nevada State minimum wage of rates in the seven job classifications that need to be adjusted -

AGENDA ITEM # 6E2

applicable salary schedules need to be adjusted to reflect the current Nevada State minimum wage of \$8.25 per hour.

Comprehensive updates to seasonal job classification salary ranges are planned for fiscal year 17. In the meantime, Human Resources/Labor Relations recommends that step 1 of the following seasonal job classes be changed as follows:

Seasonal Lifeguard: from \$8.00/hr. to \$8.25/hr.

Seasonal Recreation Leader: from \$8.00/hr. to \$8.25/hr.

Seasonal Park Aide (Guide): from \$8.00/hr. to \$8.25/hr.

Seasonal Assistant Curator: from \$8.00/hr. to \$8.25/hr.

Seasonal Concession Attendant: from \$7.67/hr. to \$8.25/hr.¹

Additionally, it is recommended that the following salary ranges be adjusted as follows:

Public Service Intern:

Current \$7.50/hr. - \$13.50/hr. => New \$8.25/hr. - \$13.50/hr.

Seasonal Bus Driver:

Current \$8.00/hr. - \$11.50/hr. => New \$8.25/hr. - 11.50/hr.

FISCAL IMPACT

There is no fiscal impact associated with this agenda item.

RECOMMENDATION

Recommendation to approve changes to established pay grades for minimum pay below the current Nevada State minimum wage of \$8.25 per hour and to eliminate the job classification of Seasonal Park Aide Trainee. There is no fiscal impact associated with this agenda item.

POSSIBLE MOTION

Should the Board agree with staff's recommendation, a possible motion would be:

Move to approve changes to established pay grades for minimum pay below the current Nevada State minimum wage of \$8.25 per hour and to eliminate the job classification of Seasonal Park Aide Trainee. There is no fiscal impact associated with this agenda item.

¹ Seasonal Concession Attendant will be reduced from four steps to three steps, the second step of \$7.67/hr. is recommended to be increased to \$8.25/hr.